



FOR PSA MEMBERS: **SOUTH AFRICAN HEALTH PRODUCTS REGULATORY AUTHORITY**

04-02-2025

Feedback: PSA vs SAHPRA Essential Services Committee Ruling - 3 February 2025

As previously communicated in the *Informus* issued in October 2024, following the signing of the 2024/25 Wage Agreement, the PSA acting on members' mandate, approached the Essential Services Committee (ESC) to determine whether the services provided by the SAHPRA should be designated as essential.

The ESC hearing was scheduled for 13 December 2024, with the PSA submitting its heads of argument on 18 December 2024, outlining why the SAHPRA and its services should not be designated as essential. Conversely, the SAHPRA submitted its arguments on 20 December 2024, requesting designation as an essential service.

The PSA is pleased to inform members that on 31 January 2025, the ESC ruled in favour of the PSA, confirming that the SAHPRA's services do not fall within the scope of essential services. The ruling, issued under *Case Number: ES779*, states:

"On the submissions made, the panel is of the view that the services rendered by the Respondent do not fall within the services of the manufacture, supply, and distribution of vaccines, and/or biologicals; anesthetics, antiretrovirals to treat HIV, immunosuppressants, COVID-19 related products, and chronic medicines but related research."

This ruling upholds the right of SAHPRA employees to participate in industrial action should wage negotiations with the employer reach a deadlock. In line with section 64(1) of the *Labour Relations Act*, every employee retains the right to strike, and every employer maintains the right to a lockout in the context of collective bargaining. For members' convenience, the full ESC ruling is *attached*. This serves as an important reminder that the SAHPRA and its services are not designated as essential, ensuring that workers' rights remain protected. The PSA values your continued support and will keep you informed of developments.

Employees who want to join the PSA can visit the PSA's website, send an email to ask@psa.co.za, or contact PSA Provincial Offices.

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GENERAL MANAGER